

**Waxaad Haysataa Wakhti Go'an  
Oo Aad Ku Samayso dacwo Ka Dib  
Marka Dhibaatadani Dhacdo**

**Halkee baad caawimo ka heli kartaa:**  
Hay'ada U Adeega Bini Aadmiga Ee  
Louisville Iyo

Hay'ada xidhiidhka bini' aadmiga ee  
Agagaarkeeda kuma takoorto kamana  
cunsuriyadaso shaqada ama  
Louisville Iyo Agagaarkeeda  
taageerada sababaha la xidhiidha  
curyannimo , rag iyo dumar,  
Legal Art Building  
midab, sinjiyad, diin, da', meesha uu  
qofku u dhashay awgeed,  
410 W. Chestnut Street, Qolka 300A  
ama lab iyo dhedig ka qofku yahay.

Louisville, KY 40202  
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(502) 574-3190 (Fax)  
(90 Maalmodud gudahood)  
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Hay'ada Xuquuqda Aadamiga Ee Kentucky  
**Greg E. Fischer**

Daarta Heyburn

**Duqa magaalada**

322 W. Broadway, Dabaqa 7aad

**Gudida Louisville iyo Agagaarkeeda**

(502) 595-40204 ama 1-800-292-5566

(180 Maalmodud gudahooda)

Hay'ada U sinaanta Fusadah Shaqaalenimada  
(EEOC) Xafiiska

Dumarka

Daarta Federaalka

Adeega Bini Aadmiga Ee Louisville Iyo

Agagaarkeeda

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Louisville, KY 40202

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**Waa wax sharciga ka**

**soo horjeeda hadii aad aargoosi**

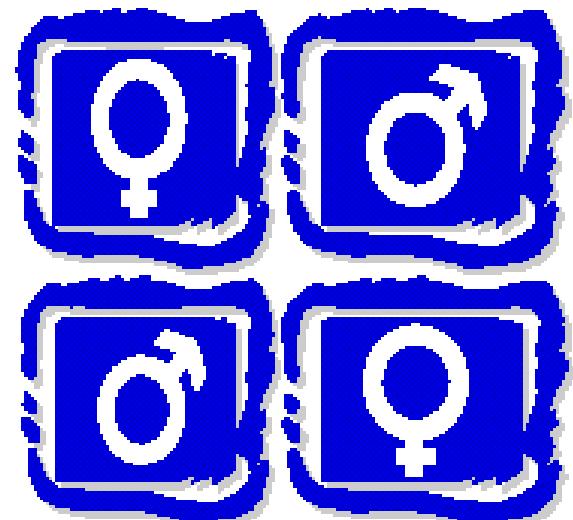
**kula kacdo qofka ka dacwooday**

**in dibindaabyo loo gaystay**

Golaha cafimaadka iyo u adeega qoysaska.

Maamulka u adeega aadomiga ee Agagaarka  
Louisville.

**Cadaadiska  
Dibindaabyda  
Galmada**



***Dhaq-dhaqaaqyada Sharci  
darada Ah Ee Shaqada***

## **Waa Maxay Dibindaabyada Galmada La Xidhiidhaa?**

Dibindaabyada galmada la xidhiidhaa waa wax kasta oo galmo ku saabsan oo aanda raali ka hayn oo lagugula dhaqmo markaad shaqada joogtid.

Dibindaabyada galmada la xidhiidhaa waa ku xad gudub sharciga wadankan u yaala.  
Waxaana lagu mamnuucay qodabka Title VII ee ee xuquuqda qofka madaniga ah.



Waxa jira laba nooc oo dibindaabyo la xidhiidha galmo ah:

1. “Quid Pro quo” (Abaal ku bedel abaal)  
Inaad galmo ku bedelato in lagu dalacsiyo ama shaqada meel wanaagsan lagaa siiyo.
2. Cimilo aad u adag ama jawiga shaqada oo adag, in shaqada kolba lagaa soo dhex galo oo shaqada iyo waxqabadkaaga la dhaleeceeyo.

## **Wax Waliba Waa Shucuurta Ama Macluumaadka**

Maaha sida falka loogu tala galay inuu dhaco laakiin waa sida loo qaataay., xataa qofka aan loogu talagalin inuu sidaa u qato.  
Mar walba qof mudakar ah iska dhig.  
Hadii dabeecada qofku aanay wax soo saarkiisa ku haboonayn, shaqadu uma hayso meel qofkaas.  
Iswaydii, miyaan doonayaa in xaaskayga, caruurtayda ama waalidkay maqlan waxan oo kale.



### **Nida amka Guud: Hadii Aanad Hubin, Ha Samayn**

Dibindaabyada galmada la xidhiidha waxay leedahay noocyoo badan oo ay ka mid yihiin:

- Aflagaado
- Taabasho, tuujin ama salaax
- Falal qayaxan
- Shukaansi

Dibidabyada galmada la xidhiidha waxay saamaysaa shaqaalaha *oo dhan* darajaday doonaan *ha wataane* ama shaqaday doonaan *ha qabtaane*.

Qof waliba wuu khasaaraya marka dibindaabyada galmada la xidhiidhaa ka jirto goobta shaqada.

Wax soo saarkiiba yaraanaya

- Niyad jab baa imanaysaa
- Askartaa imanaysa
- Shaqaalaha fican baa is casilaya



**Sidee**

## **Baynu U joojin Karna Dibindaabyada Galmada La xidhiidha**

1. Ogaysii in dabeecadaas ama akhlaaqadaasi wax la qaadan karo aanay ahayn
2. Qor dhacdada wakhtigeeda, maalinteeda, meesha ay ka dhacday iyo markhaatiyada
3. Sheeg dhacdada adiga oo khadad wanaagsan raacaya
4. Caawimo dibeda ah raadso hdaii ay suurta gal tahay.

**\* Qoraalkan sharciga ahi waa sax laga bilaabo July 2001, hase ahaatee way is bedeli kartaa mar Kasta oo sharciyada wax laga bedelo.**